



Know **Yourself**. Know **The World**.

NOVA CLASSICAL
ACADEMY™

2024-2025 Annual Report



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Introduction

Nova Classical Academy delivers classical education in a small K-12 public charter school that is ideally suited for personalizing learning and building developmental relationships. Nova Classical Academy is Minnesota's leader in classical education. We empower students to be intellectually curious, to identify their personal strengths, and to gain the knowledge, understanding and wisdom to make their world a better place. Classical education is a rigorous and formal method that teaches thought and expression of the mind and heart.

Mission Statement

In a supportive community and through a systematic, accelerated college-preparatory education in the classical tradition, Nova Classical Academy challenges its students to develop intellect, to attain the habits of learning and mastery, and to live a virtuous life of duty and ideals.

Educational Philosophy

Classical education rests on the concept of the Trivium — grammar, logic, and rhetoric — not as subjects, although these subjects are studied, but as the structure of every subject and discipline.

- Grammar is the foundation of a subject—the collection of its parts and the mechanics of how they work.
- Logic is the organization of these parts into a whole and an understanding of the relationships among the parts.
- Rhetoric is the ability to apply the foundational knowledge and logical understanding of a subject purposefully and creatively to solve a problem, express an opinion with clarity, or create something new.

As they learn how to gain knowledge, Nova Classical Academy students gain exemplary study habits and time management skills that translate to self-discipline and accountability in academics and life. Nova Classical Academy students learn five virtues: justice, temperance, fortitude, wisdom, and prudence. The classical search for Truth, Beauty, and Goodness and participation in the Great Conversation requires virtues, as well as the desire to serve and help humanity. Classical education develops confident, compassionate, and articulate graduates who are poised to engage as thoughtful global citizens.

History

Nova Classical opened in Saint Paul in the fall of 2003 with grades K-6 and has added grades yearly toward the goal of providing a complete K-12 education, beginning with the first ninth-grade class in the autumn of 2009. Nova Classical's first class of seniors graduated in the spring of 2013. In 2012, after renting spaces for nine years, Nova Classical united the lower and upper schools in a new building in Victoria Park, which houses a full K-12 program. Nova Classical was the first public school in Minnesota to engage a classical education structure where students learn to think and reason from a solid foundation of knowledge and skills, and where parents, staff, and students all share a unity of purpose.

Nova Classical believes that an effective education must be systematic, comprehensive, and must have continuity from year to year. It is Nova Classical's job to equip each student with everything needed — knowledge, skills, and growth mindset — to become life-long learners.

Authorizer Information



Friends of Education
1405 Xenium Lane | Plymouth, MN 55441
Contact: Beth Topoluk, Executive Director
Duration: Expires June 30, 2027

Accolades

Nova Classical Academy

Ramsey County

Niche

#1 of 23 Best School Districts
#3 of 23 Districts with the Best Teachers
#15 of 25 Most Diverse School Districts

National

Niche

#423 of 10,561 Best School Districts in America

Minneapolis-St. Paul Area

Niche

#7 of 76 Best School Districts
#14 of 81 Districts with the Best Teachers
#45 of 82 Most Diverse School Districts

Minnesota

Niche

#7 of 383 Best School Districts
#34 of 372 Districts with the Best Teachers
#117 of 375 Most Diverse School Districts

SchoolDigger

#7 of 463 of Minnesota Districts

Lower School

Ramsey County

Niche

#1 of 92 Best Public Elementary Schools
#1 of 27 Charter Elementary Schools
#2 of 82 Best Public Elementary Teachers
#63 of 96 Most Diverse Public Elementary Schools

National

Niche

#128 of 4,191 Best Charter Elementary Schools

Minneapolis-St. Paul Area

Niche

#3 of 84 Best Charter Elementary Schools
#16 of 424 Best Public Elementary Schools
#28 of 384 Best Public Elementary Teachers
#240 of 437 Most Diverse Elementary Schools

Minnesota

Niche

#3 of 122 in Best Charter Elementary Schools
#18 of 929 in the Best Public Elementary Schools
#32 of 798 in Best Public School Elementary Teachers
#342 of 998 Most Diverse Public Elementary Schools

U.S. News & World Report

#3 Charter Elementary Schools

#33 Best Elementary Schools

SchoolDigger

#64 of 881 Elementary Schools

Upper School

Ramsey County

Niche

#1 of 49 Best Public Middle Schools
#1 of 42 Best Public High Schools
#1 of 35 Best College Prep Public High Schools
#1 of 24 Best Charter Middle Schools
#1 of 19 Best Charter High Schools
#3 of 37 Best Public High School Teachers
#3 of 14 Best High Schools for STEM
#5 of 38 Best Public Middle School Teachers
#15 of 27 Best High Schools for Athletes
#31 of 47 Most Diverse Public Middle Schools
#39 of 50 Most Diverse Public High Schools

National

Niche

#97 of 3,930 Best Charter Middle Schools
#98 of 2,638 Best Charter High Schools
#444 of 26,130 Best Public Middle Schools
#746 of 17,915 Best College Prep Public High Schools
#809 of 20,733 Best Public High Schools

Minneapolis-St. Paul Area

Niche

#2 of 44 Best Charter High Schools
#3 of 69 Best Charter Middle Schools
#6 of 127 Best College Prep Public High Schools
#7 of 146 Best Public High Schools
#8 of 180 Best Public Middle Schools
#14 of 71 Best High Schools for STEM
#13 of 134 Best Public High School Teachers
#26 of 147 Best Public Middle School Teachers
#119 of 189 Most Diverse Public Middle Schools
#133 of 205 Most Diverse Public High Schools
#81 of 132 Best High Schools for Athletes

Minnesota

Niche

#2 of 67 Best Charter High Schools
#3 of 98 Best Charter Middle Schools
#6 of 406 Best College Prep Public High Schools
#7 of 485 Best Public High Schools
#8 of 411 Best Public Middle Schools
#17 of 95 Best High Schools for STEM
#18 of 453 Best Public High School Teachers
#42 of 331 Best Public Middle School Teachers
#194 of 474 Most Diverse Public Middle Schools
#214 of 653 Most Diverse Public High Schools
#228 of 428 Best High Schools for Athletes

U.S. News & World Report

#134 Nationally

#5 in Best Minnesota Middle Schools

#2 in Best Minnesota High Schools

#2 in Minneapolis MN Metro Area High Schools

#31 in Charter High Schools

#497 in STEM High Schools

SchoolDigger

#2 of 480 High Schools

Nova Classical's Upper School academic programming includes additional Advanced Placement (AP) and College in the Schools (CIS) courses.



School Enrollment

Nova Classical began in the fall of 2003 with 166 students enrolled in Kindergarten through grade six. Continued growth of the Lower School supported the growth and development of grades seven through twelve. As of October 1, 2024, Kindergarten through grade twelve had an enrollment of 1,043 students.

Membership															
School Year	K	1	2	3	4	5	6	7	8	9	10	11	12	Total	Attrition Rate
2014-15	80	78	78	78	78	78	79	80	77	65	48	36	28	883	9%
2015-16	80	78	77	78	79	76	80	78	78	69	52	41	32	898	19%
2016-17	78	78	78	78	78	78	80	78	79	76	64	66	42	953	9%
2017-18	80	78	78	78	78	78	78	80	75	77	65	60	62	966	4%
2018-19	80	78	80	78	79	79	82	80	81	78	77	64	58	994	7%
2019-20	80	81	81	81	81	81	82	85	84	74	74	74	63	1,020	6%
2020-21	80	81	80	81	81	81	82	84	83	72	73	67	66	1,011	10%
2021-22	76	78	80	80	81	81	81	78	78	71	69	64	67	984	11%
2022-23	79	81	80	81	81	81	88	82	80	83	79	69	66	1,030	4%
2023-24	79	81	81	81	81	81	86	83	79	74	78	74	65	1,023	6%
2024-25	80	81	81	81	81	81	86	84	80	80	76	78	74	1,043	4.7%

Demographic and Subgroup Information									
School Year	American Indian	Asian & Pacific Islander	Hispanic	Black or African American	White	Two or More Races	Free & Reduced Meals	SPED	ELL
2015-16	0.4%	9.1%	3.5%	6.0%	81.0%	Data Not Available	13.0%	6.8%	3.0%
2016-17	0.1%	9.4%	4.5%	5.9%	79.7%	Data Not Available	11.9%	6.7%	3.8%
2017-18	0.3%	9.6%	5.7%	6.0%	72.2%	Data Not Available	12.3%	4.4%	5.6%
2018-19	0.3%	10.3%	7.2%	6.2%	69.2%	Data Not Available	11.9%	3.4%	4.1%
2019-20	0.3%	9.9%	8.0%	6.7%	67.2%	Data Not Available	10.8%	7.1%	3.7%
2020-21	0.3%	10.8%	8.1%	8.0%	65.3%	Data Not Available	4.5%	7.8%	3.8%
2021-22	0.4%	11.7%	7.3%	9.1%	63.3%	Data Not Available	8.4%	7.0%	3.9%
2022-23	0.4%	12.7%	7.4%	11.2%	60.5%	7.7%	20.3%	8.5%	4.6%
2023-24	0.7%	13.3%	7.7%	12.6%	58.0%	7.9%	21.9%	8.5%	5.2%
2024-25	1.3%	13.6%	7.8%	14.8%	54.7%	7.6%	22.1%	9.8%	5.7%

Governance & Management

Nova Classical Academy has a parent-majority board. It consists of five parents, three teachers, and one community member. The election in May 2025 resulted in the election of Becky Lund (teacher) and Shannon Hooge (teacher) for three-year terms beginning on July 1, 2025. Teo Flesher (community member) was elected for a two-year term also beginning on July 1, 2025. Two parent seats were also up for election, but no candidates ran. After the election, Colleen Hansen (parent) and Lisa (Gomez) Wikman (parent) were appointed to serve for the next year.

The board met in person at Nova Classical but continued to utilize Zoom throughout the 2024-2025 school year to make the meetings easier for others to access. We regularly had approximately 5-10 members of the public (employees, parents, students, and advisors) attend each meeting via Zoom.

2024-2025 School Year – Public Charter School Board

Name	Board Position	Group (teacher FFN)	Date Seated	Term End	Phone Number	Board Member Training	Meeting Attendance %
Nneka Constantino	Director	Community Member	7/2023	6/2026 (Ineligible to continue as of 8/2024)	651.298.1729	3.30.2024	50%
Teo Flesher	Director	Community Member	Appointed 2/1/2025	6/2025	612.707.4649	6.17.2025	100%
Colleen Hansen	Director	Parent	7/2022	6/2025	270.270.6084	10.5.2022	64%
Shannon Hooge	Director	Teacher 0510576	Appointed 7/30/2024	6/2025	651.270.5738	9.17.2025	86%
Becky Lund	Director, Secretary	Teacher 0389883	7/2016	6/2025	651.295.2570	12.11.2009	100%
Suzanne McInroy	Director, Chair	Parent	7/2022	6/2025	612.562.3180	8.8.2023	93%
Heather Meeker	Director	Parent	7/2024	6/2027	612.419.7788	8.6.2024	100%
Todd Sample	Director, Treasurer	Parent	7/2023	6/2026	612.868.5883	8.8.2023	100%
Chris Shepard	Director	Teacher 0466387	7/2024	6/2027	651.262.4840	8.6.2024	93%
Bavi Weston	Director, Vice Chair	Parent	Appointed 9/26/2022	6/2026	651.226.0118	8.8.2023	93%

During the 2024-2025 school year, the board had training regarding governance best practices, academic progress, finance, fidelity to our mission, and the role of our authorizer. In addition to the trainings listed below, the board also had a mid-year meeting focused on the progress with the strategic plan we approved in FY23.

The board received the following training:

Date	Training Title(s)	Members Present
7.2024	Governance best practices, including the trustee role of the Board, open meeting law, and Robert's Rules of Order. ▪ Presented by Becky Lund, Board Secretary and Chair of the Governance Committee.	Constantino, Hooge, Lund, McInroy, Meeker, Sample, Shepard, Weston
9.2024 and 10.2024	Nova Classical's academic goals and benchmarks as per our agreement with Friends of Education, our current progress as shown by the MCAs, and our next steps to meet the academic needs of our students. ▪ Presented by Dr. Missy Johnson, Nova Classical's Academic Director.	September - All October - Hooge, Lund, McInroy, Meeker, Sample, Shepard, Weston
10.2024	A deep dive into Nova Classical's October financials, highlighting different areas of revenue versus expenses. ▪ Presented by Joe Aliperto from Dieci School Finance.	Hooge, Lund, McInroy, Meeker, Sample, Shepard, Weston
11.2024	The Board was led in activities focusing on board member motivation to serve in the context of the school's mission, learning to lead in the role of Trustee (vs Delegate), and building communication skills and establishing trust for improved board work performance. ▪ Presented by Dr. Mike Lovett.	Lund, Meeker, Sample, Shepard, Weston
2.2025	Nova Classical's authorizer spoke with the Board about the authorizer's role in general and the relationship between Nova Classical and Friends of Education in specific. ▪ Presented by Beth Topoluk of Friends of Education.	Flesher, Hansen, Lund, McInroy, Meeker, Sample, Shepard, Weston
6.2025	A report on class size and classical education was shared with the Board, including data from similar schools and research into best practices. ▪ Presented by Dr. Missy Johnson, Nova Classical's Academic Director.	Flesher, Hansen, Hooge, Lund, McInroy, Meeker, Sample, Weston



Staffing & Retention

ADMINISTRATION & SCHOOL LEADERSHIP					
Name	File Folder Number	Assignment	New in FY25	Left During FY25	Not Returning FY26
Melissa Johnson	0462224	Academic Director	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Abby Kelley-Hands	0481993	Special Education Coordinator*	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Tamra Paschall	0418980	Upper School Principal	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Kriscél Pérez Estrella	N/A	Human Resources Director	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Christian Rovn	0372404	Activities Director	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Brooke Tousignant	0397890	Lower School Principal	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Brett Wedlund	0419684	Executive Director	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Emily Westenberger	0509549	Administrator of Multi-Tiered Systems of Support	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

*Subject to Professional Development Plan for any unlicensed administrator serving in the following positions: Administrator, academic supervision, or instructional leadership (124E.12 Subd. 2). See Appendix II.

LICENSED INSTRUCTIONAL STAFF					
Name	File Folder Number	Assignment/Subject	New in FY25	Left During FY25	Not Returning FY26
Chase Adelsman	0506012	Mathematics	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Evan Aho	1020870	Latin	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Jeanie Anderson	0437857	Music	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ann Antus	0232120	Special Education	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Jane Benacquista	1018751	Language Arts	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Brenda Berckenhoff	0510840	Special Education	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Jonathan Boll	1033802	Social Studies	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Luke Brekke	0393327	Social Studies	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sarah Brown	0504509	Language Arts	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Laura Buri	0441724	Fifth Grade	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Don Burrows	0481868	Latin	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Bryan Butts	0403645	Physical Education	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Micah Chibana	1002614	Mathematics	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Nicholas Conlin	0476701	Spanish	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

LICENSED INSTRUCTIONAL STAFF

Adam Eberhardt	1010986	Reading Specialist	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Brandon Foat	0408188	Social Studies	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Joshua Garvin	0433596	Latin	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Amy Gleason	0492300	Kindergarten	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rebecca Hague	0494991	Special Education	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Duane Heideman	0399230	Dean of Students	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Claire Helin	1018440	Kindergarten	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Caroline Herman	1027118	Latin	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Emily Hierlmaier	0448456	Reading Specialist	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Kjell Hinkel	1001188	Mathematics	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Nicole Hoiland	0367504	Art	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Shannon Hooge	0510576	Special Education	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Derek Johnson	0367417	Fourth Grade	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Stephanie Johnson	1003795	Health	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Meagan Juedes	0486890	Art	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Camille Khaldi	1013335	Art	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Matthew Kimble	0423854	Fifth Grade	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Connie Knowles	0398867	Reading Specialist	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sara Knudsen	0397730	Kindergarten	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Caitlin Koehler	1011396	Kindergarten	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Madeline Larsen	0483397	First Grade	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Maria Larsen	1019326	Third Grade	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Jacob Larson	1015919	Special Education	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Naomi Lehrer	0494667	Special Education	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chad Long	0410502	Third Grade	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sarah Lozano	0516518	School Counselor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rebecca Lund	0389883	Second Grade	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Fade Manley	1036292	Latin	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Maria Marchand	0411039	Fourth Grade	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Jonathan Martin	0446476	Physical Education	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Margaret McCarney	0456216	Language Arts	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mikayla McEnery	1016744	Fourth Grade	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

LICENSED INSTRUCTIONAL STAFF

Tonopah Nee	0500361	Science	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Brendan O'Hara	0473851	Language Arts	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Kelly O'Rourke	0321838	Reading Specialist	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Jakob Olson	0443569	Mathematics	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sandra Overson	0318581	Mathematics	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Christine Page	0348915	Reading Specialist	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Meghan Peach	0484099	Second Grade	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Peter Pepowski	0502411	Special Education	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Jacqueline Radford	0517611	Special Education	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Christopher Ranweiler	1024529	English Language Learner	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sarah Rogers-Tanner	0476412	First Grade	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Sasha Roses	0482825	Mathematics	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Diane Ruday	0446587	Mathematics	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Emily Schuh	1017297	Language Arts	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sara Seal	0440531	Language Arts	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Christopher Shepard	0466387	Social Studies	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Madeline Smoot	1017615	Music	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Karianne Stohr	0480143	Third Grade	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Kimberly Strand	0425938	Science	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gary Stueck	0485267	Science	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Traci Taylor	0398736	Second Grade	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Kate Tetmeyer	1036679	English Language Learner	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Christopher Tomhave	1026693	Mathematics Specialist	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rebecca Urbrock	0408803	Music	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Kelly VanMoorlehem	0512963	First Grade	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mikayla Voelker	1017128	School Counselor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Paul Warden	0518242	Social Studies	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Alex Weninger	0499481	Fifth Grade	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Melissa Weninger	0499481	Special Education	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Jennifer West	0453953	Special Education	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

In addition to the licensed teachers listed above, Nova Classical Academy employed an average of 23 Paraprofessionals, 10 General Education Assistants, an in-house substitute short-call teacher for special education, and two in-house substitute short-call teachers for general education. Nova Classical Academy also employed the following program support staff: Activities Administrative Assistant, Behavior Intervention Specialist, Building Attendant, Business Office Manager, Community Engagement Manager, District Office Coordinator, Facilities Manager, Food Services Coordinator, Food Service Director, Health Office Manager, Lead Paraprofessional & Due Process Clerk, Lower School Program Coordinator & Scholar Zone Director, Occupational Therapist, Operations Manager, and Upper School Office Manager.

Staff Retention Percentages										
	FY16	FY17	FY18	FY19	FY20	FY21	FY22	FY23	FY24	FY25
Licensed Instructional Staff	86.0%	88.0%	86.6%	82.2%	89.23%	82.09%	92.19%	88.24%	88.57%	82.05%
Educational Support	71.0%	79.0%	85.2%	67.7%	70.37%	85.71%	89.29%	69.57%	114.30%	71.88%
Special Education Department	-	-	-	-	-	-	-	-	92.00%	86.67%
Program Support	100%	92.0%	83.4%	76.0%	72.6%	100.0%	82.35%	84.62%	83.33%	100.00%
Administration & School Leadership	50.0%	60.0%	100.0%	100.0%	100.0%	100.0%	100.0%	85.71%	100.00%	87.50%
Total	71.90%	79.75%	88.80%	81.60%	83.05%	87.69%	90.96%	86.82%	87.39%	85.62%

Equitable Access to Excellent and Diverse Educators

Nova Classical's goal is to attract the best-qualified candidates from the widest and most diverse candidate pool for all job openings in the district. As our teacher population demographics do not represent our student population demographics, Nova Classical Academy created a specific goal in our 2023-2028 Strategic Plan: Recruit, develop, and retain a diverse highly skilled staff who exemplify the virtues of Nova Classical.

Finances

Nova Classical Academy has long-term financial stability. Nova Classical contracts with Dieci School Finance for services related to its accounting, payroll, generation of financial statements, and compliance reporting. Nova Classical contracts with Thomas & Co. for performance of its annual independent financial audit. The audit of FY25 is currently underway and the school expects to receive a clean audit with no material findings.

Nova Classical Academy's Budget & Finance Committee and administration complete an extensive budget development process for recommendation and discussion with the board. Each month, the finance committee reviews any variances between the actual and budget, along with alignment to the financial goals. The committee reports this review/discussion to the board monthly.

Nova Classical Academy ended FY25 with an unaudited fund balance of 46.13%. Nova Classical anticipates that it will meet the goal of maintaining a fund balance of at least 25% for years to come.

Academic Performance

Nova Classical Academy administers the Minnesota Comprehensive Assessments (MCAs) to all students in grades 3-11 to measure math, reading, and science proficiency relative to Minnesota State Academic Standards over time. Nova Classical also administers the Minnesota Test of Academic Skills (MTAS) to qualifying students. Beginning in the fall of 2021, Nova Classical moved to the nationally-normed FastBridge aMath and aReading assessments to measure K-12 Math and Reading growth.

99.3% of eligible Nova Classical Academy students (grades 3-11) participated in the state assessments (MCAs and MTAS) in April 2025. Three FastBridge nationally-normed Math and Reading assessments were administered in 2024-2025.

2024-2025 Comprehensive Achievement and Civic Readiness (formally known as World's Best Workforce) Report

All Students Ready for School

Goal

By June 1st of FY2025, 90% of all Nova Classical's kindergarten students enrolled since the first day of school will be able to, based on school records:

- Generate all sounds of the first 26 phonograms (letters a-z),
- Count to 32, and
- Identify all 26 upper and lower case letters

Result: Goal Met

73 out of 79 students made all three goals, equaling 92.4%.

All Students in Third Grade Can Read at Grade Level

Goal

At the conclusion of FY2025, Nova Classical's third-grade reading proficiency rate will be no fewer than 22 points higher than the state average in reading.

Result: Goal Not Met

Nova Classical's goal for the third grade reading proficiency rate was 10.4% higher than the state average in reading, as measured by the MCAs.

All Racial & Economic Achievement Gaps Between Students Are Closed

Goals

Math Goals:

At the conclusion of FY2025, the number of progress points generated by Nova Classical students based on changes in their achievement levels (as published by the Minnesota Department of Education North Star Academic Progress), will be no less than:

Results: Goal Partially Met

Math Results: Goal Partially Met

Math:	English Learners	Special Education	Hispanic or Latino	Asian	Black/African American	Free and Reduced Price Lunch
Goal 24-25	2.89	3.02	3.01	2.89	2.85	2.20
Actual 24-25	2.74	2.03	2.23	2.72	2.42	2.47

Reading Goals:

At the conclusion of FY2025, the number of progress points generated by Nova Classical students based on changes in their achievement levels (as published by the Minnesota Department of Education North Star Academic Progress), will be no less than:

Reading Results: Goal Partially Met

Reading:	English Learners	Special Education	Hispanic or Latino	Asian	Black/African American	Free and Reduced Price Lunch
Goal 24-25	3.26	3.42	3.06	3.00	2.85	2.55
Actual 24-25	2.26	2.30	2.41	2.61	2.66	2.74

All Students Are Ready for Career and College by Graduation

Goal	Result: Goal Partially Met
In 2024-2025, a minimum of 90% of 12th grade students will have taken the ACT, and a minimum of 50% of those students will exceed the state average composite by at least 5 percentage points.	88.9% of 12th grade students took the ACT, minimum of 59.4% exceeded state average by at least 5%.
In 2024-2025, a minimum of 50% of 12th graders who have taken the ACT will meet all five College-Readiness Benchmarks.	43.8% met all five College-Readiness Benchmarks.

All Students Graduate

Goal	Result: Data Not Available
In 2024-2025, a minimum of 91 % of 12th grade students will graduate on time.	Nova Classical Academy's graduation rate trend is:

2021	2022	2023	2024	2025
92.5%	95.5%	97.0%	96.7%	

2025-2026 Comprehensive Achievement and Civic Readiness Goals

All Students Ready for School

By June 1 of FY2026, 90% of all Nova Classical's kindergarten students enrolled since the first day of school will be able to, based on school records:

- Generate all sounds of the first 26 phonograms (letters a-z),
- Count to 32, and
- Identify all 26 upper and lower case letters

All Students in Third Grade Can Read at Grade Level

At the conclusion of FY2026, Nova Classical's third-grade reading proficiency rate will be no fewer than 22 points higher than the state average in reading.

All Racial & Economic Achievement Gaps Between Students Are Closed

At the conclusion of FY2026, the number of progress points generated by Nova Classical students based on changes in their achievement levels (as published by the Minnesota Department of Education North Star Academic Progress), will be no less than:

Math:	English Learners	Special Education	Hispanic or Latino	Asian	Black/ African American	Free and Reduced Price Lunch
Goal 25-26	2.89	3.02	3.01	2.89	2.85	2.20
Actual 25-26						

Reading:	English Learners	Special Education	Hispanic or Latino	Asian	Black/ African American	Free and Reduced Price Lunch
Goal 25-26	3.26	3.42	3.06	3.00	2.85	2.55
Actual 25-26						

All Students Are Ready for Career and College by Graduation

In 2025-2026, a minimum of 90% of 12th-grade students will have taken the ACT, and a minimum of 50% of those students will exceed the state average composite by at least 5 percentage points.

In 2025-2026, a minimum of 50% of 12th graders who have taken the ACT will meet all five College-Readiness Benchmarks.

All Students Graduate

In 2025-2026, a minimum of 91% of 12th-grade students will graduate on time.

Operational Performance

Reporting Requirements

Nova Classical Academy submitted all reporting documents in a timely manner, such as the Minnesota Automated Reporting Student System (MARSS), Staff Automated Reports (STAR), Electronic Data Reporting System (EDRS), Civil Rights Data Collection (CRDC), EEO-5, Compliance, etc., to the Minnesota Department of Education (MDE) and/or other governing bodies.

Legal Issues

Currently, Nova Classical has no legal issues outstanding.

Innovative Practices & Future Plans

Charter schools were created to develop innovative educational practices, stabilize them, and pass those learnings on to mainstream schools for improvement. Nova Classical continues in this tradition by building competence in our classical mission. In 2022-2023 this mission was advanced in several ways:

- Nova Classical implemented a “Retain the Best” program during the 2021-2022 school year, which continued during the 2022-2023 and 2023-2024 school years. The program provided staff with retention bonuses, additional professional development opportunities, additional opportunities for connections with colleagues, financial rewards for participating in wellness activities, and other enhancements to school culture.
- Faculty and Administration supported and promoted the implementation of Data-Driven Instruction in both the Lower and Upper Schools.
- Classical Pedagogy Leads provided training for all faculty during professional in-services throughout the year.

The Board successfully accomplished its goals for FY25, advancing multiple strategies aligned with the objectives of Nova Classical Academy’s strategic plan. Key achievements included completion of a comprehensive facility needs analysis and progression through the schematic design and design development phases for a potential facility expansion. The Board also conducted a comparative review of extracurricular offerings with peer schools, prioritizing expanded opportunities for K–2 students and the introduction of instrumental music. An advisory group was established to recommend priorities from the previous year’s Equity Audit, and the school implemented the initial components of a new Multi-Tiered System of Supports (MTSS) framework to better align academic, behavioral, and social-emotional supports. Efforts continued to strengthen governance through recruitment and retention of active Board and committee members. Throughout the year, the Board remained focused on maintaining Nova Classical Academy’s high academic standards and commitment to providing an exceptional educational experience for all students.



School Demographics

As of October 1, 2024, Kindergarten through grade twelve had an enrollment of 1,043 students, with the following demographics:

Demographic and Subgroup Information									
School Year	American Indian	Asian & Pacific Islander	Hispanic	Black or African American	White	Two or More Races	Free & Reduced Meals	SPED	ELL
2024-25	1.3%	13.6%	7.8%	14.8%	54.7%	7.6%	22.1%	9.8%	5.7%

Demographics of Counties Served

Of the counties served by Nova Classical, 99.3% of the School's enrollment comes from the following core counties: Dakota, Hennepin, Ramsey, and Washington.



Dissemination of Information to the Community

Nova Classical disseminates information to the community via its website, social media channels, and ad placement in the *Pioneer Press* newspaper, known for its local news coverage, which began as Minnesota's first newspaper, the *Minnesota Pioneer*, in 1849. It has been known as the *Pioneer Press* since 1938, with daily publications since the fall of 1990.

The *Pioneer Press* serves readers in the Minneapolis-St. Paul metropolitan area including: Anoka, Dakota, Ramsey, and Washington counties, as well as western Wisconsin.

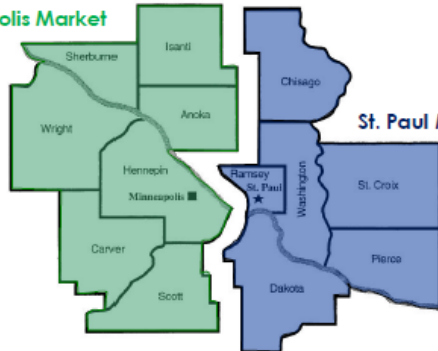


Market Overview – Twin Cities

“Double Market” – 60/40

- Pop 3.6 mill (16th) & HH 1.4 mill (15th)
- #1 CBSA for Sunday Newspaper Readership
- Median CBSA HH Income: \$81,800

Minneapolis Market



- 24 Fortune 1000 companies
- 65 Colleges and Universities (12th)
- \$104.5 billion in consumer expenditures (15th)

St. Paul East Metro

40% of Population & Households

- Population: 1.1 million
- Households: 567,300
- Median HH income: \$84,800

Demographically Similar

	West Metro	East Metro
% Ages 25-54	53%	51%
% Women 25-54	26%	25%
% College grad or more	41%	38%
% Have Kids in HH	29%	31%
% Homeowners	74%	78%
Median Age	47	48
Median HH income	\$92,100	\$84,800

- **8 Fortune 1000 Companies:**
CHS, 3M, Land O'Lakes, Ecolab, Securian Financial Group, Patterson, HB Fuller, and Deluxe
- **25 Colleges and Universities including:**
U of M, Hamline, Macalester, St. Thomas, St. Catherine's, Augsburg, Concordia
- **\$39.4 billion consumer expenditures**

adtaxi

TwinCities.com
PIONEER PRESS

Source: 2020 Census Bureau American Community Survey and 2020 Bureau of Labor Statistics Consumer Expenditure Survey compiled by FAS and AdMall.com; Nielsen Scarborough R2 2021 (Jul 2020 – Jul 2021); Fortune.com

ADVERTISING STRENGTHS OF PIONEER PRESS PRINT AND E-EDITION

Pioneer Press

As a part of MediaNews Group the 2nd largest Newspaper company in the US. Pioneer Press focuses on daily local news and information readers can use 7 days a week, any way you want it. Print and online.

710
OUT OF
East Metro
Newspaper
readers read the
Pioneer Press

533,800
Pioneer Press 30-day
Net Monthly Print Readers
Within Minneapolis-St. Paul DMA



Newspaper Media is the local connection to the community (print/online)*
77% of consumers surveyed said they rely on local newspapers for community news and information, across platforms (print, websites, social media and apps) and demos.

A High-Quality Audience
Your best customers are newspaper readers – educated consumers with high household incomes who take action on the ads they see in the paper.

Newspaper Media is the Local Connection to the Community

GENDER
51% Men 49% Women
AGE GROUPS 54 median age
29% are 35-54 years old
48% are 55+ years old
HOUSEHOLD STATS
40% are married
28% have kids in home
AFFLUENT
\$347,500 median net worth
\$74,200 median HH income
31% have HH incomes of \$100K+
51% have HH incomes of \$75K+
HOME CHARACTERISTICS
\$310,200 median home value

77%
Rely on local
newspapers for
community news &
information

Pioneer Press e-edition

E-edition readership brings the online savviness of the .com audience to the print format audience.

186,900

Past 30-day readers
Net Monthly e-edition Readers
Within Minneapolis-St. Paul DMA



Professionally-minded

One in five e-edition readers is self-employed or a small business owner. Among all readers 42% are employed in professional and managerial positions and 32% make purchase decisions at work

The e-edition
reader is
affluent, with

20%

higher
household
incomes than
average

GENDER
55% Men 45% Women
AGE GROUPS 53 median age
33% are 35-54 years old
42% are 55+ years old
HOUSEHOLD STATS
68% are married
46% have 2+ HH incomes
FINANCIAL STATS
\$551,700 median net worth
\$85,000 median HH income
73% have any investment
41% have HH incomes of \$100K+
HOME CHARACTERISTICS
\$373,100 median home value

adtaxi

TwinCities.com
PIONEER PRESS

Source: Nielsen Scarborough Minneapolis/St. Paul 2022 Release 2 (Jul 2021 - Jul 2022)
Base: DMA Adults A18+ (3,825,600) Past 30-day readership = daily cume + Sunday cume

Strategic Plan 2023-2028

A Strategic Plan serves as a comprehensive roadmap to direct a school's efforts and resources toward future growth and impact. Nova Classical Academy's Board of Directors adopted this new strategic plan in January 2023, with the intention of guiding us through 2028.

The planning process kicked off in October 2022 with community listening sessions and surveys that yielded valuable insights on strengthening our classical model, supporting our students, and defining focus areas for the next five years. With input from over 600 participants, a 35-member Strategic Planning Committee—comprising parents, students, teachers, board members, and community stakeholders—convened for three sessions to shape the strategic goals and objectives for Nova's future.

This strategic plan is organized around five key focus areas:

- Classical Education
- Academic and Student Support
- Inclusive Community
- Facilities
- Support Staff

Each focus area includes specific goals and objectives, further detailed in Appendix I.

The Board tasked the Executive Director with developing a Strategic Action Plan to achieve these goals and objectives. In the spring of 2023, the Board reviewed a Strategic Action Plan containing 74 targeted strategies to be rolled out over the coming five years, each with assigned timelines, responsible parties, and clear deliverables. Progress began promptly, and throughout the 2023-2024 school year, major milestones included completing an equity audit, conducting a facility needs analysis, benchmarking Nova's extracurricular programs against comparable schools, creating a Board-approved definition of classical education for Nova Classical, and initiating foundational work toward implementing a Multi-Tiered System of Supports (MTSS) model.

Academic Excellence for FY22 – FY26

We will set high academic standards and cultivate ongoing growth in all students.

- At the conclusion of each school year, Nova Classical's third grade reading proficiency rate as measured by the MCAs will be no less than 22 points higher than the state average in reading.
- Each year, Nova Classical Academy will demonstrate higher school-wide proficiency rates than each of the St. Paul and Edina school districts for each reading, math, and science.
- At the conclusion of FY2026, the average number of progress points generated by all students based on changes in their achievement levels, for the three highest of the immediately preceding four years, will average no less than 2.75 combined reading and math, as published by the Minnesota Department of Education NorthStar system.
- At the conclusion of FY2026, the average number of progress points generated by Nova Classical students based on changes in their achievement levels, for the three highest of the immediately preceding four years will average no less than:
 - Black/African American: 2.85 for each reading and math
 - FRP: 2.20, math; 2.55, reading
- For FY2026, for 1st grade students who remain in the School through 5th grade:
 - If their 1st grade national percentile ranking was less or equal to 19%, 50% of the students will increase their national percentile ranking by a minimum of ten percentage points by 5th grade, and
 - If their 1st grade national percentile ranking was between 20-30%, 50% of the students will increase their national percentile ranking by a minimum of five percentage points by 5th grade, and
 - If their 1st grade national percentile ranking was over 30% and less than 85%, 50% of the students will increase their national percentile ranking by 5th grade.
- Each year FY2023 through FY2026, a minimum of 90% of 12th grade students will have taken the ACT, and a minimum of 50% of those students will exceed the state average composite by at least 5 percentage points.
- Each year FY2023 through FY2026, a minimum of 50% of 12th graders who have taken the ACT will meet English, Math, Reading, and Science College-Readiness Benchmarks.
- Each year FY2023 through FY2026, a minimum of 91% of 12th grade students will graduate on time.

Annual Report Review and Approval Process

Nova Classical's Board of Directors reviews the Annual Report and Comprehensive Achievement and Civic Readiness Report. The Board reviewed and approved the FY25 reports at their regularly scheduled meeting on 11.24.2025.

At their 9.15.2025 meeting, the Board's Academic Excellence subcommittee reviewed and revised, where appropriate, student achievement goals, local assessment outcomes, plans, strategies, and practices for improving curriculum and instruction and cultural competency, and efforts to equitably distribute diverse, effective, experienced, and in-field teachers, and to review district success in realizing the previously adopted student achievement goals and related benchmarks and the improvement plans leading to the 2025 Comprehensive Achievement and Civic Readiness Report.



STRATEGIC PLAN

2023-2028



Strategic Plan Focus Areas

Recruit, develop and retain a diverse highly skilled staff who exemplify the virtues of Nova Classical.

In a supportive community and through a systematic, accelerated college-preparatory education in the classical tradition, Nova Classical Academy challenges its students to develop intellect, to attain the habits of learning and mastery, and to live a virtuous life of duty and ideals.

- We learn not for school but for life.
- In the core virtues: justice, fortitude, prudence, temperance, and wisdom.
- Students learn how to learn in Nova Classical Academy's classical education model.
- Supportive relationships between students, staff, and families are necessary for students to reach their full potential.
- Fostering a diverse, equitable, and inclusive environment.
- Ethical and prudent financial decision-making ensures the continued existence of our model.



JUSTICE FORTITUDE PRUDENCE TEMPERANCE

Classical Education

Goal 1: Provide all Nova Classical students guaranteed access to Minnesota's leading classical education.

Objective 1.1: Nova Classical will define the core components of our classical education model.

Objective 1.2: Nova Classical staff will receive regular training on the core components of our classical education model.

Objective 1.3: Nova Classical staff will implement core components of our classical education model with fidelity in the classroom.

Objective 1.4: Nova Classical will provide exposure to the core components of the classical education model to all students who are new to Nova Classical.

Objective 1.5: Nova Classical will ensure all students receive consistent and explicit virtue education.

Academic and Student Support

Goal 2: Achieve the student performance goals contained in the charter contract with Friends of Education.

Objective 2.1: Nova Classical will annually evaluate progress toward our authorizer contract goals and take action when progress is not on track.

Goal 3: Foster an environment that values structure and classical culture in the classroom as well as joy and connections between members of Nova Classical's learning community in and outside the classroom.

Objective 3.1: Nova Classical will promote conduct aligned with our classical academic culture in order to create connections in the learning community.

Objective 3.2: Nova Classical will draw on student voices to influence improvements to the school.

Objective 3.3: Students in all grades will have access to a variety of extracurricular offerings.

Objective 3.4: Nova Classical will recognize students regularly for their achievements.

Objective 3.5: Nova Classical will review its class sizes.

Goal 4: Support students in all areas of their education and well-being.

Objective 4.1: Nova Classical will position Multiple-Tiered Systems of Support (MTSS) in place to meet students' academic, behavioral, and social-emotional needs.



Learn more at
novaclassical.org/about/welcome/#strategic-plan

Inclusive Community

Goal 5: Ensure every student has a sense of belonging within the school community.

Objective 5.1: Nova Classical will document its position on fairness and belonging.

Goal 6: Identify and transform systems that contribute to inequities.

Objective 6.1: Nova Classical will evaluate the fairness of its policies, programs, and practices.

Objective 6.2: Nova Classical will take research-based action to create a more inclusive school community.

Objective 6.3: Staff will engage in training to create a sense of belonging in the school community and respond to and reform systems that contribute to inequality.

Goal 7: Provide clear, consistent and accessible communication to members of the school community.

Objective 7.1: Nova Classical will fully implement the Communication Plan adopted by the Board of Directors in 2022.

Facilities

Goal 8: Provide classroom and extracurricular facilities which support our mission.

Objective 8.1: Nova Classical will complete a comprehensive facilities review analyzing current and projected educational and extracurricular needs as well as identifying scenarios and options to address current and future facility needs.

Objective 8.2: Nova Classical will leverage the findings of the facilities review to identify the scope and model for financing a potential facilities expansion.

Objective 8.3: Nova Classical will enact a plan for its vacant property.

Staff Support

Goal 9: Recruit, develop and retain a diverse highly skilled staff who exemplify the virtues of Nova Classical.

Objective 9.1: All staff will receive personalized support and professional development to help them thrive and succeed.

Objective 9.2: Staff will be recognized by the school community for their commitment, achievements, and actions that encourage and inspire the school to thrive and students to succeed.

Objective 9.3: Nova Classical will implement strategies to maximize employee morale and wellbeing which result in staff retention at or above the national average.

Objective 9.4: Nova Classical Academy will be an educational employer of choice: a school successful in attracting outstanding and diverse candidates who exemplify the school's values and are committed to the core components of the school's classical education model.

APPENDIX II

According to Statute 124E.12:

Subd. 2. Administrators. (a) A person, without holding a valid administrator's license, may perform administrative, supervisory, or instructional leadership duties. The board of directors shall establish qualifications for all persons who hold administrative, supervisory, or instructional leadership roles. The qualifications shall cover at least: instruction and assessment; human resource and personnel management; financial management; legal and compliance management; effective communication; and board, authorizer, and community relationships. The board of directors shall use those qualifications as the basis for job descriptions, hiring, and performance evaluations of those who hold administrative, supervisory, or instructional leadership roles. (b) The board of directors and an individual who does not hold a valid administrative license and who serves in an administrative, supervisory, or instructional leadership position shall develop a professional development plan. The school's annual report must include public personnel information documenting the professional development plan.

Our Special Education Coordinator is a Tier 4 licensed teacher in Emotional Behavior Disorders and Learning Disabilities who serves in a supervisory and instructional leadership position at Nova Classical Academy. The yearly professional development plan for our Special Education Coordinator, Abby Kelley-Hands, is as follows:

Professional Development Plan: Special Education Coordinator		
Time of Year (2024-25)	Training	Qualifications Addressed
Ongoing Weekly	Supervisors Meeting: Job-Embedded Professional Development	Human Resources and Personnel Management
Ongoing Weekly	Instructional Leadership Team: Job-Embedded Professional Development	Instruction and Assessment
Ongoing Monthly	Collaborative Learning and Coaching with the Special Education Director of INDIGO	Human Resources and Personnel Management, Financial Management, Legal and Compliance Management
June 2024	2024 Minnesota Charter School Leadership Conference	Board, Authorizer, and Community Relationships
June 2024-May 2025	Building Advantage Teams and Maximizing Team Productivity Programs from Intevation Group	Effective Communication
Ongoing Monthly	MASE - Slice of Collaboration	Legal and Compliance Management